

**SECRET**

Approved For Release 2001/08/08 : CIA-RDP78-04729A000300010008-9

**EYES ONLY**

20 APR 1970

MEMORANDUM FOR: Chairman, Staff Operations Panel

SUBJECT : GS-12 Officers (Ranking for Promotion)

1. Presently there are 36 S Officers at the GS-12 level. Two of these are specialists (assigned to SSS) and therefore are not ranked competitively.

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2. In the strict sense of the CSGA, there is no promotion headroom at the GS-13 level. Therefore we recommend that the Deputy Director for Support "borrow" from the existing headroom of four (4) at the GS-14 level and anticipate the 30 June retirement of Mr. [REDACTED]. The SA/CMO assures us this will not preclude promotion actions for GS-13 to GS-14 in June.

3. Given this large a group of officers and the relatively limited promotion headroom available, the sub-panel is of the opinion that we are better served by concentrating on establishing a relative ranking for about ten officers who might realistically be considered as being in competition for promotion at this time, rather than ranking all 36 officers.

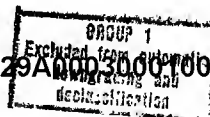
4. Because it was not a requirement at the time this sub-panel was convened, we did not attempt to specifically identify the least competent among this grade level. In some measure such a judgement is inherent in the decision not to rank for promotion certain officers who have been in grade longer than those we did rank. We can treat the problem when the Staff Operations Panel reviews our report.

5. Our decision to restrict our review to those officers with two or more years in grade was done only after we reviewed the entire list of GS-12s and concluded that such a limitation would, in this instance, be equitable. It is our recommendation that the Deputy Director for Support limit his consideration for promotion to the ten officers listed below and that he promote no more than two or three officers at this time.

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